

FILE Training 3
24 March 1964

MEMORANDUM FOR THE RECORD

SUBJECT : Office of Training Briefing - Junior Officer Training Program
on 20 March 1964

1. Present were: Colonel White, John Richardson, [redacted]

2. In discussing the changes it will be necessary to make in the curriculum of the JOT Program to meet the requirements of the additional quota of Support JOT's, Colonel White expressed the view that the Operations Familiarization Course should no longer be considered an acceptable substitute for the full Operations Course for JOT's who are pointing toward careers in the Support services. The extent to which Support officers become involved in most field activities and the degree to which they are thereby required to function as members of a team augurs for the desirability of having Support people as thoroughly grounded in clandestine operations as possible. Mr. Richardson supported this view and it was agreed that the Support JOT's should be given the benefit of the Operations Course if this is at all feasible. In addition, it was agreed that the Support JOT's should have the opportunity to participate in the paramilitary training course in accordance with the same selection criteria and procedures as are applied to Clandestine Services JOT's.

3. [redacted] indicated that it may be necessary to raise the EOD grade level from GS-07 to GS-08 or GS-09 and to occasionally grant a further exception for particularly well-qualified candidates to permit entrance at higher levels commensurate with the particular qualifications of the case at hand. Colonel White indicated that he would support this proposal, expressing the view that we should not compromise our qualifications standards in order to stay within the limitations of a particular budget figure. It would be better to accept one or two fewer candidates and distribute the savings realized thereby among the others than to take less well-qualified candidates in order to fill a quota and stay within the funds available.

4. It was agreed that participation by the customer components in the selection process is necessary and desirable, but that authority to accept or reject a particular candidate must remain with the Chief of the JOT

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Program. In the implementation of this phase of the selection process, it will be necessary that all parties concerned accept the concept of directional assignments, meaning that particular individuals will be earmarked for ultimate assignment to a particular component; and directed assignments, meaning that the customer components will have to accept candidates at the conclusion of the training program whom they have agreed upon during the selection process and the JOT's will have to accept assignments to the components where they are adjudged to be most likely to make a satisfactory contribution.

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5. [] indicated that he thought the JOT Program might end this fiscal year with a deficit of \$145,000 to \$150,000. The only suggestion offered to counteract this was that trainees must not be allowed to remain on JOT rolls after their training has been completed simply as a matter of statistical convenience for customer components who are having ceiling problems.

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6. For the future, [] would like to have considered the feasibility of establishing "holding areas" whereby younger candidates with potential qualifications for the JOT Program could be entered on duty and given an opportunity to mature, gain experience, and solidify their career interests pending their acceptance as internal JOT participants. He also proposed to give more attention to the "selection out principle" during the first year. He would like to start calling the program an Officer Training Program or some other suitable title which would permit elimination of the term "Junior" which, among some participants as well as customers, carries an unfortunate connotation.

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Distribution:

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